

Staff vacancies not filled, faculty shifted as College faces new taxes and funding cuts

George Brown is leaving many job vacancies open and juggling staff to save jobs as new taxes and funding cuts take a big bite out of the College's budget.

For the past few months, the College has not been filling many vacancies created by resignations or retirements, and it will continue to leave them vacant for the foreseeable future, according to President Doug Light.

The vacancies save the College a considerable amount of money and forestall layoffs, he says.

"We are trying to save jobs," he told the Board of Governors on June 6. (See Doug Light's Comment column on page 2 for more on the College's financial strategy.)

George Brown has also been "redeploying" staff to critical areas for the last few months to avoid hiring new staff and increasing salary costs. In some cases, this has meant ending College involvement in outreach activities such as the Adult Basic Education Centres.

George Brown is also cutting budgets for new equipment and building renovations and taking \$800,000 from its dwindling reserve fund of \$3.5 million to cover an anticipated deficit this year.

The College has adopted this set of strategies to prevent a financial crisis in the future, says Light.

"The College has always managed, and it will continue to manage, its problems."

In George Brown's case, these cost-cutting strategies were made necessary by a combination of dramatically increasing costs, including surprise taxes in both federal and provincial budgets in April and May, and decreasing government funding, Vice-President Jim Turner says.

Those increased costs include:

- Almost \$700,000 in a new payroll tax introduced by the provincial government in its latest budget to help pay for the Ontario Health Insurance Program (OHIP). The provincial government isn't compensating the College for this increased cost, which starts in 1990.
- About \$200,000 in increased unemployment insurance contributions made by the College for its staff. As the federal government announced in its budget, unemploy-

ment insurance will be financed by larger employer contributions starting in 1990.

- Increased salary and benefit costs - which account for 75 per cent of the College's spending every year.

The new faculty contract, currently under negotiation, is expected to increase salary and benefit costs more than seven per cent in the first year. Faculty across Ontario overwhelmingly rejected a Council of Regents offer on May 31 for a three-year contract with annual salary increases of 4, 4.4 and 4.8 per cent. Other carry-over costs in the current contract add about three per cent to the College's costs, Turner says.

Negotiations with support staff locals of the Ontario Public Service Employees Union are also underway, and are expected

to include increased wage and benefit costs as well.

Current collective agreements for both groups expire at the end of August 1989.

In addition to increased spending, George Brown is also facing deep cuts in provincial and federal government funding commencing in the current financial year that started April 1.

These include:

- A scant one per cent increase in the 1990/91 operating grant from the provincial government. This grant, which at \$50.4 million accounts for half of the College's operating budget of \$101 million, is the single largest source of revenue for the College. The enrolment-based grant
- Continued on page 2.



A guy gets tired!

Two-year-old Matthew Carswell, son of Computer Services Director Jim Carswell, takes a break in a pile of obstacle race tires. He was among the 400 staff, friends and family members who gathered on Centre Island for the College's fourth annual staff picnic on May 27. The record attendance at the Hawaiian-themed event included more than 170 children, from one to 12 years old, who were treated to non-stop games, food, prizes and fun. Everyone who attended got a picnic t-shirt and flowered lei. More pictures on page 3.



Comment by Doug Light

Financial options in uncertain times

Budgets make pretty dull reading for most people. It's often hard to see the reality behind the numbers - particularly when those numbers go beyond the scope of our normal lives into the tens of millions.

But these documents reveal a great deal about the direction and priorities of an institution. When broken down into human terms, those figures can mean contentment or crisis.

Organizations or institutions, like the College, can choose to spend their money in dozens of different ways - on buildings, new technology, training, office furniture or salaries, to name a few options.

If we look at George Brown's current financial situation and plans in this way, the result is clear: the College has chosen to adopt a financial strategy designed to reduce the negative impact of falling revenue on its staff.

By drawing from reserves, leaving many vacancies open, and encouraging voluntary early retirement through an incentive program, George Brown is avoiding the large-scale layoffs that have already affected several colleges in Ontario.

If the College's strategy is successful, many people will be spared the dislocation of a layoff, and George Brown will retain valued and valuable staff members.

This strategy is not without costs. Reducing staff gradually through attrition and retirement is slow, expensive and uncertain. It forces the College to reduce spending - as we will this year - on new equipment and building renovations, among other areas. It has also forced the College to reduce its reserve fund to a level that will limit our financial options in future years.

As in past times of financial restraint, George Brown has made a deliberate choice to put its people first. The College is now relying on the creativity, hard work and flexibility of all members of its staff. With their energy and enthusiasm, I am confident we can achieve our potential in the coming year and beyond.

D. E. Light



Photo: Brian Cooper

LUNCH FOR 6,200 - More than 100 School of Hospitality students and staff pitch in to make box lunches for the gala opening of SkyDome on June 3. On the menu: skewers of chicken, shrimp and beef, smoked salmon, chocolate-dipped strawberries, and beef medallions with liver mousse. It took three days of frantic work to make up the boxes for Movenpick Restaurants - who got the SkyDome contract, and paid the students for their efforts.

College facing new taxes, funding cuts

Continued from page 1.

increased by nine per cent last year, six per cent this year, and as mentioned previously, will be one per cent in 1990/91. The operating grant is expected to decline even further in future years - reflecting George Brown's shrinking full-time enrolment.

All metro colleges have suffered declining full-time enrolments in the past few years, while the student populations of many colleges in other regions have been growing. The high cost of housing in the Toronto area, coupled with a booming job market, may be discouraging enrolment, College administrators say.

A decline in the total number of secondary school students also affects college enrolment across Ontario - where the total number of college students has declined. • A large decline in federal government funding through the Canadian Jobs Strategy (CJS) program. CJS funding, which will add a total of \$10.1 million to College coffers this year, is earned by offering both on-campus and community-based programs in which students are sponsored by the federal government.

CJS funding has declined for several years - particularly in direct funding for sponsored students in full-time George Brown certificate programs. Funding in this category has fallen from a high of over \$14 million several years ago to just over \$8 million this year.

The largest declines this year were seen in funding for community outreach programs and George Brown College Foundation-sponsored activity.

The drop in CJS funding is a reflection of

the federal government's policy of shifting training from educational institutions to companies and corporations, says Light.

"The federal government has one intention - to get out of training and give it to the private sector."

George Brown has been more heavily involved in federally-sponsored training programs than any other of Ontario's 22 colleges.

The fall in federal and provincial funding, coupled with rising costs, has forced George Brown to adopt short-term cost-cutting measures - such as reducing staff levels by leaving vacancies open - and to seek a longer-term strategy for financial stability, Light says.

This year, George Brown will dip into its financial reserves of about \$3.5 million and take \$800,000 to cover operating expenses, and eliminate a deficit, this year.

"If we didn't have reserves we would be in trouble," Light told the Board in June.

The reserve fund, which is saved from surpluses accumulated in past years, can only be used in this way for a few years before it's used up, Board Vice-Chairperson Linda Geluch warns.

"The reserve is going to be whittled away and that's a very precarious position to be in."

Last year, the College used \$150,000 from its reserve fund to cover a deficit.

The shrinking reserve fund will not be used as a source of funds for buying new equipment or renovating buildings this year, Turner says.

Last year, George Brown spent \$1.2 million on these capital purchases.

Bill Watson kept St. James humming

Dedicated, organized and professional is how George Brown staff remember Bill Watson, who died suddenly in March.

As manager of maintenance at St. James Campus, Watson worked behind the scenes to keep the campus running like clock-work.

"Bill was organized beyond belief and never believed in doing a second rate job," says Physical Resources Director James Graham.

His organization and outstanding technical skills kept the air conditioner humming, the water running, and the boiler rooms in tip-top shape at St. James.

During a province-wide conference on college physical resources maintenance held at St. James, Watson's colleagues admired his outstanding professionalism and upkeep of the facilities.

"He was very proud of the buildings, which was evident by their condition," says Dave Copsey, associate director of physical resources.

Watson joined the College in 1971 as an electrician at Kensington Campus and later moved to Casa Loma as a group leader. In 1975, he transferred to St. James and last year was appointed manager of maintenance for the campus.

Originally from Scotland, Watson spent his teen years working in a medical lab with Lord John Boyd Orr, founder of the World Health Organization. He was educated as an electrician and perfected his trade working in Scotland's distilleries. Following a stint with the Royal Navy, he immigrated to Canada in 1951.

Aside from his commitment to the College, Watson was well known for his horticultural expertise. An avid gardener, he won numerous awards for having the best kept garden in his North York neighbourhood.

Watson is survived by his wife, Magdaline.

All-French college established in east

An all-French community college - the first in Ontario - has been established by the Ministry of Colleges and Universities to serve the eastern Ontario region.

The college, which has yet to be named, is expected to start offering classes in the fall of 1990. It was established with part of a \$100 million joint federal/provincial fund for French-language college-level training in Ontario.

The College is the 23rd in Ontario.



FROM HOOPS TO HOPS - Doreen Lee of the Academic Upgrading Department (left) shows winning form during the adult hula hoop contest at the Staff Picnic on Centre Island in late May. She took first place in the event. Hula hooping may be a favourite past-time in the Lee household - her nine-year-old daughter Nicole came first in the children's hula event. John Paul Gardiner (below) gets some encouragement from Athletic Director Alex Barbier in the leap frog event. Barbier, who chaired the picnic organizing committee, was happy with staff turnout for the event - which has doubled to 400 since the first picnic four years ago.



Photo: Sandra Merriman

Events

June 15 - College Council meeting, 9 a.m., 500 MacPherson boardroom.

June 19 - Convocation for graduates of the Health Care Aide program at Young People's Theatre (165 Front Street East) 7 p.m.

June 23 - Convocation for graduates of School of Business, Community Services and Academic Division programs, University of Toronto's Convocation Hall, 8 p.m.

June 24 - Convocation for graduates of Health Sciences and Technology Division programs, University of Toronto's Convocation Hall, 10 a.m.

- Convocation for graduates of Fashion, School of Hospitality and Graphic Arts Division programs (same location as above) 2 p.m.

June 30 - College closes at 3:30 p.m. for Canada Day long weekend.

July 3 - College closed for Canada Day holiday.

July 12 - George Brown College Seniors' Association meeting, 10 a.m., Room C318, 160 Kendal Ave.

July 13 - College Council meeting, 9 a.m., 500 MacPherson boardroom.

Aug. 7 - College closed for Civic holiday.

Aug. 17 - College Council meeting, 9 a.m., 500 MacPherson boardroom.

Publications, video are award winners

City College News, a brochure for post-secondary applicants, and an instructional video won awards recently.

City College News was judged best college newsletter in Ontario by a panel of professional communications experts. It was given a Trillium Award of Excellence by the Public Affairs Group reporting to the Committee of Presidents.

The group, which represents all Ontario colleges, also gave an Award of Merit to the colour brochure *George Brown* sent to all post-secondary applicants this year.

Both publications were produced by staff of the Continuing Education and Marketing Division.

An instructional video for the Hospitality Division won an Award of Merit from the Committee of Learning Resources - a group of audio-visual staff working in educational institutions. The video was produced by staff of the Casa Loma Audio-Visual Department.

Names in the News

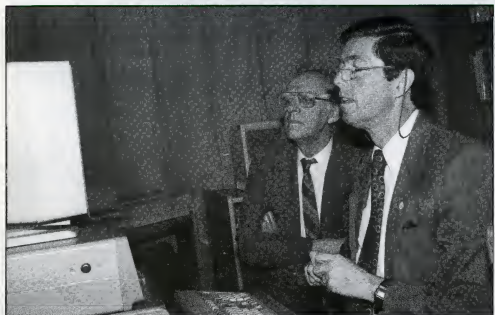


Photo: Neil McGillivray

WHICH BUTTON NEXT? - Rosedale MP David MacDonald, right, with President Doug Light, looks a little perplexed as he uses a College-based computer network linking 20 literacy groups across Ontario. The network, developed at George Brown's Computer Assisted Learning Centre, is funded by both the provincial Ministry of Skills Development and the federal Secretary of State. MacDonald was on hand to present a \$100,000 cheque to the College for the Literacy Network Project.

English and liberal arts faculty member Bill Insley will be out of commission for the next four to six weeks following an injury he sustained at the staff picnic. During a demonstration of the obstacle course, Bill fell and broke his ankle. He's now resting at home. Picnic organizer Alex Barbier says that "Bill's anxious to be involved with the picnic as an organizer" - but next year he'll leave the demonstrations for someone else.

This year's picnic was a huge success thanks to the dedicated committee who met throughout the year to plan the annual event. Movers and shakers who helped make George Brown's fourth annual staff picnic successful were: Ruth Beairisto, Andrew Stock, Breda Frennette, Mayee Vieira, Peter Topping, Paul Hollow, Ellen De Boer, Roberta Weaver, Ian Barnett, Rhonda Dixon, Alex Barbier, Margaret Barron, Nola Todd, Denise McDowell, Pat Smith, Doug Rau, Shirley Holloway, Angie Gullo, Maureen Grif-fenham, Bob Farquharson, Marylou Martin, Rosalind Talbert, Bill Insley, Mary Mitchell, Lou Tarsitano, Val Possan and Brian Cooper.

George Brown's corporate runners have been burning up the pavement with Sunnybrook Medical Centre's 10 km run and the YMCA 20 km Corporate Challenge. On

May 28, Rosemary Armitage, Beth Legault, Sandra Kennerson, Shawn Kirkup and Tim Klassen charged out of the starting line-up along with more than 2,600 fellow competitors.

The City College runners laced up their running flats again on June 1 for the YMCA relay run, during which each runner completed 5 km. Armitage, Maureen Godfrey, Kirkup and Klassen represented the College.

Cathy Smith has been appointed Chairperson of the Educational Access Services Department in the Access Division. Smith comes to the College from Chisholm Educational Services Inc., a private service agency that helps disabled students, where she was assistant director.

City College News

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George Brown  The City College

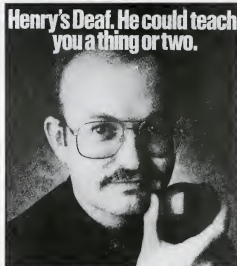
Hospitality Chairperson **Brian Cooper** has been appointed to the Board of Directors of the Tourism Policy Forum in Washington D.C.

The Human Resources Department has told us of the following staff changes:

New support staff include: **Denise Brandon** in the Fashion District Day-Care Centre; **Michael Dimopoulos** and **Tom Picozzi** in the Caretaking Department; **Avis Frederick** in the Queen Street Day-Care Centre; **Harrychand Parsaud** in Computer Services; **Jacqueline Silva** in the Fashion Division; and **Ben Dawson** in the Youth Access Department at Casa Loma.

Leaving the College are **Rita Bassels**, **Lorrie Brown**, **Veronica Lazier**, **Maria Medved**, **Evon Soong**, and **Jack Deruyter**.

OPSEU Local 556 President Amy Thornton has been acclaimed as faculty representative on the Board of Governors. Thornton is a teacher in the Services for the Deaf and Hard of Hearing Department.



Henry Whalen, a teacher in the Services for the Deaf and Hard of Hearing Department at Casa Loma, delivered the Canadian Hearing Society Foundation's message — that the deaf can do anything given the opportunity — across Ontario as one of their poster models. His photo appeared on billboards, in elevators, libraries and employment agencies as part of the Foundation's hearing awareness campaign in May 1989.

"I hope they help other deaf people to obtain good jobs," says Whalen. "I hope hearing employers will give them a chance."

Henry joined the College in 1988 and is president of the Ontario Association of the Deaf.